

AGREEMENT

Between

COUNTY OF HUDSON

-and-

POLICE BENEVOLENT ASSOCIATION LOCAL 334

SHERIFF OFFICERS RANK AND FILE

EFFECTIVE: JANUARY 1, 2016 THROUGH DECEMBER 31, 2020

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THIS AGREEMENT entered into this 30th day of December, 2015, among the County of Hudson (hereinafter referred to as the "County"), the Hudson County Sheriff (hereinafter referred to as the "Sheriff") and the Police Benevolent Association Local 334, Sheriff's officers, (hereinafter referred to as the "PBA"). The County and the Sheriff agree not to enter into any other Agreement or contract with those of its employees who are hereby covered, which in any way conflicts with the terms and provisions of this Agreement.

The parties understand and agree that all references in this Agreement to Employer shall mean the Hudson County Sheriff and the County of Hudson.

PREAMBLE

WHEREAS, it is the intention of the parties to this Agreement to set forth the entire agreement of the parties with respect to matters within the scope of negotiations;

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties do mutually covenant and agree as follows:

Negotiations among PBA 334, the Sheriff and the County shall commence no later than 60 days before the termination of the current agreement now in full force and effect.

All other terms and conditions of employment not specifically modified by this agreement and in effect prior hereto shall remain in full force and effect for the duration of this contract.

ARTICLE I
RECOGNITION

Pursuant to and in accordance with all applicable provisions of the New Jersey Employer-Employee Relations Act, as amended and supplemented, and the Rules and Regulations of the Public Employment Relations Commission, the Sheriff and the County recognize PBA 334 as the exclusive collective bargaining representative for Sheriff's Officers employed by the County of Hudson and the Hudson County Sheriff but excluding Superior Officers, managerial executives, confidential employees, non-police employees, professional, Academy/trainees and craft employees, and all others for the purpose of collective bargaining with respect to rates of pay, hours and other terms and conditions of employment. Members will join the Unit upon successful graduation from the Academy.

The County of Hudson commits to placing all Academy Trainees into the first available Academy class.

ARTICLE II

SALARIES

1. Employees in the bargaining unit shall receive the following wage increases:
 - a. Effective January 1, 2016 all officers within the Negotiations Unit represented by PBA 334 shall receive 2% across the board salary increases applied to each salary step. In addition, all Officers who are not already at top step of the salary schedule as of December 31, 2015 shall move one step on the salary schedule, effect January 1, 2016.
 - b. Effective January 1, 2017 all officers within the Negotiations Unit represented by PBA 334 shall receive 2% across the board salary increases applied to each salary step. In addition, all Officers who are not already at top step of the salary schedule as of December 31, 2016 shall move one step on the salary schedule, effect January 1, 2017.
 - c. Effective January 1, 2018 all officers within the Negotiations Unit represented by PBA 334 shall receive 2% across the board salary increases applied to each salary step. In addition, all Officers who are not already at top step of the salary schedule as of December 31, 2017 shall move one step on the salary schedule, effect January 1, 2018.
 - d. Effective January 1, 2019 all officers within the Negotiations Unit represented by PBA 334 shall receive 2% across the board salary increases applied to each salary step. In addition, all Officers who

- are not already at top step of the salary schedule as of December 31, 2018 shall move one step on the salary schedule, effect January 1, 2019.
- e. Effective July 1, 2020 all officers within the Negotiations Unit represented by PBA 334 shall receive 2% across the board salary increases applied to each salary step. In addition, effective July 1, 2020, all Officers who are not already at top step of the salary schedule as of June 30, 2020 will be advanced one additional salary step as of July 1, 2020.
 - f. Annexed hereto is Appendix "A" are the negotiated salary schedules referring to the application of the above referenced salary agreements referred to above in paragraphs 1(a), 1(b), 1(c), 1(d) and 1(e).
- 2.
- a. Salaries shall be paid bi-weekly on a two-week lagging basis, with the employee's paycheck to be issued two weeks after the closing date of the pay period.
 - b. The County shall provide a direct-deposit program conditioned upon the elimination of early-release of paycheck. There shall be no early or advance payment of vacation checks, all employees must use direct deposit effective April 1, 2008. If a member of the Unit needs assistance the Personnel Department will assist in getting the member an account for the purpose of direct deposit.
3. Effective January 1, 2014, the County shall pay an annual EMT stipend of \$1,000.00 for the number of officers who the Sheriff designates. This stipend shall

continue for as long as the officer(s) maintains his/her certification and the Sheriff keeps the officer in the assignment of EMT. The number of EMT positions shall initially be set at twelve (12). This number may be increased or decreased at the discretion of the Sheriff.

4. Effective January 1, 2014, the County shall pay an annual RN stipend of \$3,000.00 for one officer who the Sheriff designates. This stipend shall continue for as long as the officer(s) maintains his/her certification and the Sheriff keeps the officer in the assignment of RN.
5. While the salary schedule shall, unless agreed to otherwise, remain without change upon the expiration of the agreement, salary level movement shall not occur beyond the contract expiration date of the agreement in the absence of a new collective negotiations agreement.

ARTICLE III

CLOTHING ALLOWANCE

A. The clothing allowance shall be in the amount of \$700.00 effective January 1, 2008. Payment shall be \$ \$350.00 or 50% of the allowance whichever is greater in the first pay period of January and \$350.00 or 50% of the allowance whichever is greater in the first pay period of June.

Effective January 1, 2009 the allowance will be \$800.00.

Effective January 1, 2010 the allowance will be \$900.00.

Effective January 1, 2011 the allowance will be \$1,100.00.

B Each officer shall maintain his or her uniform in suitable condition.

C It is the policy of the County that the guidelines for uniforms or other clothing items purchased by voucher or allowance by County employees shall require that the uniforms or other clothing items be made in the USA, unless a USA manufactured item is unavailable. These guidelines shall also incorporate the labor practices in Section B-3. Uniform apparel or other clothing items whose providers, manufacturers or subcontractors fail to adhere to these practices shall be deemed unacceptable under the uniform or other clothing guidelines established for any voucher or uniform allowance system.

D. In the event that the Sheriff determines to make changes, modifications, or additions to the sheriff's officers' uniform, the parties will continue the current practice of negotiating over the cost and impact of such changes.

ARTICLE IV
LONGEVITY PROGRAM

A. The County of Hudson, recognizing the importance of long-term employees of the County of Hudson, sets forth the following longevity program effective March 27, 2008, which shall be:

1. For Employees with more than: five (5) years of service, but not more than ten (10) years of service - \$500.00 per annum;

2. For Employees with more than ten (10) years of service, but not more than fifteen (15) years of service - \$700.00 per annum;

3. For Employees with more than fifteen (15) years of service, but not more than twenty (20) years of service - \$900.00 per annum;

4. For Employees with more than twenty (20) years of service, but not more than twenty-five (25) years of service - \$1,100.00 per annum;

5. For Employees with twenty-five (25) years of service - \$1,300.00 per annum.

B. The longevity program shall be implemented only for full-time employees. Employees working less than a regular full-time schedule, shall not be eligible for longevity pay.

C. The longevity program shall survive the expiration of this contract for all employees.

ARTICLE V

DETECTIVES - PROCESS SERVERS OVERTIME - MILEAGE

- A. In addition to regular salary, detectives shall be paid \$1,300.00 per annum effective March 27, 2008. This shall be paid the detectives in their regular salary payments.
- B. In lieu of mileage expenses, process servers and officers doing the work of process servers shall receive an additional \$1,200.00 per annum. This shall be paid the process servers and officers doing the work of process servers in their regular salary payments.
- C. The County hereby establishes the assignment of Detective II. The Detective II assignment will be at the discretion of the Sheriff. As with the Detective assignment the Sheriff, at his/her sole discretion, may assign Officers to this assignment or remove them. The stipend for a Detective II will be \$2,000.00 effective March 27, 2008.
- D. The number of Officers in these assignments will be decided upon by the Sheriff and at his sole discretion may be increased or reduced.

ARTICLE VI

WORK HOURS

- A. Work Week. The work week shall be from 0001 hours Monday through 2400 hours Sunday.
- B. Work Day. The work day shall consist of eight (8) hours which includes ½ hour paid lunch period. If any Officer is required to perform work on his or her lunch period, he or she shall be compensated at a time and one-half rate, for such time worked.
- C. Flexible Work Hours. The Sheriff or his designee may schedule work hours as follows:
- Second Shift: May start at any hour between 7 a.m. and 11 a.m. The shift will be of eight (8) hours duration. Any time worked in addition to the eight hours will be compensated at a time and one-half rate.
- Third Shift: May start at any hour between 2 p.m. and 4 p.m. The shift will be of eight (8) hours duration. Any time worked in addition to the eight hours will be compensated at a time and one-half rate.
- D. The Sheriff may reschedule with 96 hours notice by asking for volunteers. If there are no volunteers then the Sheriff shall reschedule by order. In the event of an emergency, the Sheriff shall have the right to reschedule without giving notice.
- E. Choice of tours will be determined on a volunteer basis and shall be made within the unit.
- F. Assignments from one unit to another unit shall be determined by the Sheriff.
- G. The work schedule for the Municipal Transportation Squad shall be five (5) days of work, followed by two (2) days off, except as modified by the Pittman Schedule.
- H. Members in the Patrol Division will receive a compensation day in lieu of overtime when a holiday falls on a regularly scheduled workday.
- I. All call in must be at least one (1) hour before the start of shift.
- J. Detail days: Effective December 30, 2013, detail days will cease to exist and this work

will be a normal assignment or a volunteer (non-paid) assignment.

K. Pittman Schedule: Effective April 4, 2011, the Pittman Schedule was created to govern certain enumerated, general terms and conditions of employment as well as those pertaining specifically to determination, as well as implementation, of a new schedule. The terms of the Pittman Schedule shall pertain exclusively to unit members within the Patrol Bureau of the Sheriff's Office.

The Pittman Schedule shall govern assignment to the Patrol Bureau, scheduling, compensation and other specifically enumerated matters within the Patrol Bureau. The general terms of the parties' general collective bargaining agreement shall continue to govern all unit members to the extent not specifically determined or delimited by this Agreement. The parties hereto agree it is the intent of this Agreement, should any controversy arise over its interpretation, that the terms hereof (a) shall control and prevail over any other terms and conditions of employment which may be inconsistent herewith and (b) be construed so as to preserve to the County and/or Sheriff the maximum degree of managerial prerogative and flexibility provided by law.

The Pittman Schedule shall enable the Sheriff's Office to provide police services throughout the County park system and County roads and thoroughfares 24 hours per day, seven days per week, utilizing 12-hour tours of service. The intent of the parties hereto is to implement the schedule and its expanded scope of service: (1) with minimal financial impact to the County through reassignment of any bargaining unit staff; (2) a reduction of overall bargaining unit, as well as Patrol Bureau, overtime costs; and (3) realignment and reallocation of all bargaining unit staff, where appropriate, including those assigned to the Patrol Bureau. This will be accomplished, in part, by adoption of a 14-day work period, exclusively within the Patrol Bureau, and judicious management and limitation of overtime hours within the Pittman Schedule and in

all other daily bargaining unit shifts.

TERMS AND CONDITIONS

1. TOURS AND SQUADS

- a. The Pittman Schedule shall consist of two, 12-hour tours, broken into a Day Tour and Evening Tour. The hours of the two tours shall be at the discretion of the Sheriff, but initially will begin at 0700 HRS and conclude at 1900 HRS for the Day Tour. The hours of the Evening Tour shall begin at 1900 HRS and conclude at 0700HRS.
- b. A staggered tour, the hours of which shall be at the discretion of the Sheriff, shall also be created in order to properly staff the Patrol Bureau and create an overlap in coverage. The Day Tour shall initially begin at 0600 HRS and conclude at 1800 HRS, while the staggered hours for the Evening tour shall initially begin at 1800 HRS and conclude at 0600 HRS. With respect to hours as set forth above, said hours shall be subject to review at the quarterly meetings between the sheriff and the union.
- c. There shall be two (2) squads operating on the Pittman Schedule, with Officers working on both the day Tour and Evening Tour. There shall be a Squad A, Day Tour and a Squad A, Evening Tour. There shall be a Squad B, Day Tour and a Squad B, evening Tour. All current Patrol squads shall be absorbed into either of the above.
- d. The parties hereto recognize the complexities of implementing the Pittman Schedule and how it differs from a traditional eight-hour schedule. Consequently, officers not currently assigned to the Patrol Bureau shall not be assigned thereto, unless a formal, written request is submitted by the officer

seeking to be assigned. Tour assignments shall be offered on a Agency Seniority basis and, secondly, on a Patrol Seniority basis. Notwithstanding the above, should there be a need to fill a vacancy on an emergency basis, the Sheriff shall reserve the authority to do so until said vacancy can be filled in the normal course. At the conclusion of the initial 12-month trial basis, and after any succeeding 12-month period in which the schedule shall be continued, tour changes shall be offered once again on the aforesaid seniority basis. Patrol seniority is defined as the total amount of time served in the Patrol Bureau by any officer. Agency seniority is defined as the total amount of time served as a Sheriff's Officer employed by the County.

- e. Every officer working the 12-hour Pittman Schedule shall have a minimum of two (2) consecutive days off per calendar week.
- f. The maximum number of normally scheduled duty hours (per 14-day work period) to be worked by an officer who is working the 12-hour Pittman Schedule in the Patrol Bureau shall be expected to number 84 hours, subject to further refinement herein.

2. OVERTIME

- a. It is the intention of the County to the extent reasonably practicable to limit overtime compensation, which ordinarily would be paid following 40 hours of work in a seven-day period, by adopting of Section 7(k) of the Federal Fair Labor Standards Act.
- b. In order to accomplish this purpose within the Patrol Bureau, the County, Sheriff and PBA Local 334 hereby establish a regularly recurring work period of 14 consecutive days pursuant to Section 7(k) of the federal Fair Labor

Standards Act.

- c. The parties hereto acknowledge and agree to the creation of said "14-day work period" for all Sheriff officers within the Patrol Bureau for purposes of Section 7(k) of the FLSA. This 14-day work period shall be coterminous with the County's established 14-day payroll period, and implementation of said 14-day work period (Pittman Schedule) shall be upon the beginning of an established County payroll period.
- d. With creation of said 14-day work period, the parties nevertheless acknowledge that overtime may be paid as a matter of contract for hours worked in excess of 80 hours in said 14-day period, but that overtime shall be limited to that which is strictly necessary for coverage of the county park facilities. No overtime may be paid unless 80 hours shall have first been worked within the 14-day period, regardless of how many hours an officer may have worked on a given day, tour or within any other work period. On any given day or tour, a maximum of four (4) hours, either before or after an officer's regularly scheduled tour, may be worked, and credited toward the accrual of overtime entitlement, whether hours worked be on a voluntary or mandatory basis. However, in no event shall overtime be due and payable until 80 hours shall have been worked within the established 14-day work period. For purposes of overtime/wage computations, vacation time, comp time, sick time and personal hours and/or days shall be considered "timed worked".
- e. PBA Local 334 acknowledges, recognizes and agrees that the Sheriff shall have the right to use and implement the "Garcia Rule" as an aid in controlling overtime when scheduling work shifts.

- f. The Section 7(k) "work period" as described and modified in this Sidebar Agreement in this subparagraph shall apply only for FLSA purposes. Nothing in this provision or this Agreement shall change, modify or affect, or is intended to change, modify or affect, in any manner whatsoever, any contractual terms or conditions of employment, including but not limited to any term or condition of employment which may have been established by past practice or custom recognized pursuant to the New Jersey Public Employment Relations Act or by contract or otherwise, which provides for or establishes payment and calculation of overtime to unit bargaining members.
- g. Notwithstanding the foregoing any provisions of Section 7(k) of the FLSA, it is understood and agreed that overtime shall be due and payable during any 14-day period after the number of hours worked by an officer exceeds 80 hours.

3. PAID TIME OFF

- a. All paid time off (e.g., vacation, compensatory time, personal days, etc.) will continue to be approved on a first-come, first-served basis. However, in the event that multiple individuals request the same time off simultaneously, request shall be granted on a Agency Seniority basis and, secondly, on a Patrol Seniority basis.
- b. Requests for paid time off shall be submitted with a minimum of 30 days' notice and shall not be submitted beyond 180 days in advance. All requests for paid time off will become final seven working days after they are approved. Management retains the right in its sole discretion to waive the notice requirements on a case-by-case basis. Management similarly retains the right

to cancel paid time-off.

- c. The number of officers permitted to be out of work simultaneously on paid time off shall be two per tour. However, this number may be adjusted at management's discretion.
- d. All paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight (corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)
- e. A Patrol Seniority list as well as an Agency seniority list shall be established and utilized accordingly.
- f. Earned compensatory time (if any) or overtime shall be paid at the rate of time-and-one-half.
- g. Officers with up to five years of service shall receive 16 hours, or 1.3 (12-hour) days of personal time. Officers with five or more years of service shall receive 24 hours of personal time, or 2 (12-hour) days of personal time. This personal time shall be taken in daily units where possible.

4. TOUR SWAPS

- a. Officers shall be permitted to swap tours as needed.
- b. A form shall be created and mutually agreed upon by the PBA and the Sheriff,

which will govern the terms of the Tour Swap.

- c. Tour Swaps shall be approved by the Unit Commander on a first-come, first-served basis and as a secondary measure will be approved on a Seniority basis.
- d. Officers requesting a Tour Swap shall be required to fill out a tour swap request form indicating both officers' names, squad assignment, tour assignment, the name of his/her immediate supervisor and the dates and tours to be swapped.
- e. Only the officer utilizing sick time during a Tour Swap day shall be charged with a sick day.
- f. Tour Swaps must be completed within 30 days. Barring extreme circumstances, should either officer fail to honor his/her commitment to fill the agreed tour, upon return to his/her next scheduled tour of duty, he/she shall be required to submit a report to his/her immediate supervisor and/or furnish a doctor's note.

5. MEAL TIME

- a. Officers shall be granted a 60-minute meal break for every 12-hour tour.

ARTICLE VII

COURT HOLIDAYS AND RECESSES

The Sheriff shall retain the right to require employees covered by the terms of this Agreement to report to work for regular duties, special projects, training, reduction in backlog work, or other assignments during the period of Court recesses.

ARTICLE VIII

OVERTIME

A. Overtime shall be paid at the rate of time and one-half, for any work performed in excess of any eight (8) hour shift, forty (40) hour work week, except as modified by the Pittman Agreement. Annually, all but the first five (5) days of sick leave shall be removed from the calculation of overtime. The County shall review on a case by case basis when a member is out sick for major illness the exclusion of that sick time from this calculation.

B. Holiday Work will be compensated at time and one-half rate.

C. If any Officer is required to perform work on his or her lunch period, he or she shall be compensated at a time and one-half rate, for such time worked.

D. Overtime vouchers shall be submitted within five (5) work days after the date overtime is worked.

E. Employees do not waive past overtime claims unpaid or the subject of pending litigation.

F. The County shall pay all employees for appearance in Municipal Court, Superior Court, Juvenile Court, Grand Jury and ABC Proceedings while off duty time and one half (1 ½) with a four (4) hour minimum. The employee shall submit in writing all time spent at the appearance to the officer in charge. Employees may not be retained for the purposes of obtaining the minimum of four (4) hours if the appearance requires less time.

G. When the need for overtime occurs in a particular unit within a division of the Sheriff's Office, it shall be accomplished by members of that unit where possible. If the need for overtime cannot be met by members of that unit, it shall be filled by members of the division.

H. In emergent situations, where overtime cannot be filled by members of the division, it shall be assigned out of division with the approval of the Sheriff or his designee.

I. Unit and division commanders shall make all attempts to keep overtime equitable, i.e., use of a rotating list when possible.

J. Officers will be compensated for all overtime worked at the overtime rate of 1.5. Such compensation may be in the form of cash payment or compensatory time, at the sole discretion of the officer. Officers may take compensatory time off upon approval by management's designee. The decision to grant a comp time request shall be based upon whether minimum staffing levels are met, but may not be unreasonably denied. Officers may accrue a maximum of 40 hours of renewable compensatory time per calendar year. Any compensatory time not used by December 31 of the year in which it is earned shall be paid to the employee at the December 31 rate of pay in January of the subsequent year. For purposes of the Pittman Schedule, all paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight (corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)

K. Pittman Schedule

- a. It is the intention of the County to the extent reasonably practicable to limit overtime compensation, which ordinarily would be paid following 40 hours of work in a seven-day period, by adoption of Section 7(k) of the federal Fair Labor Standards Act.
- b. In order to accomplish this purpose within the Patrol Bureau, the County, Sheriff and PBA Local 334 hereby establish a regularly recurring work period

of 14 consecutive days pursuant to Section 7(k) of the federal Fair Labor Standards Act.

- c. The parties hereto acknowledge and agree to the creation of said "14-day work period" for all Sheriff officers within the Patrol Bureau for purposes of Section 7(k) of the FLSA. This 14-day work period shall be coterminous with the County's established 14-day payroll period, and implementation of said 14-day work period (Pittman Schedule) shall be upon the beginning of an established County payroll period.
- d. With creation of said 14-day work period, the parties nevertheless acknowledge that overtime may be paid as a matter of contract for hours worked in excess of 80 hours in said 14-day period, but that overtime shall be limited to that which is strictly necessary for coverage of the county park facilities. No overtime may be paid unless 80 hours shall have first been worked within the 14-day period, regardless of how many hours an officer may have worked on a given day, tour or within any other work period. On any given day or tour, a maximum of four (4) hours, either before or after an officer's regularly scheduled tour, may be worked, and credited toward the accrual of overtime entitlement, whether hours worked be on a voluntary or mandatory basis. However, in no event shall overtime be due and payable until 80 hours shall have been worked within the established 14-day work period. For purposes of overtime/wage computations, vacation time, comp time, sick time and personal hours and/or days shall be considered "timed worked".
- e. PBA Local 334 acknowledges, recognizes and agrees that the Sheriff shall have the right to use and implement the "Garcia Rule" as an aid in controlling

overtime when scheduling work shifts.

- f. The Section 7(k) "work period" as described and modified in this Sidebar Agreement in this subparagraph shall apply only for FLSA purposes. Nothing in this provision or this Agreement shall change, modify or affect, or is intended to change, modify or affect, in any manner whatsoever, any contractual terms or conditions of employment, including but not limited to any term or condition of employment which may have been established by past practice or custom recognized pursuant to the New Jersey Public Employment Relations Act or by contract or otherwise, which provides for or establishes payment and calculation of overtime to unit bargaining members.
- g. Notwithstanding the foregoing any provisions of Section 7(k) of the FLSA, it is understood and agreed that overtime shall be due and payable during any 14-day period after the number of hours worked by an officer exceeds 80 hours.

ARTICLE IX
GRIEVANCE AND ARBITRATION PROCEDURE

A. A "grievance" shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to the alleged violation of, interpretation or application of any of the provisions of this Agreement or terms and conditions of employment such as exist by way of past practice, and any changes in policy which impact upon employees' working conditions. However, the PBA shall not have the right to arbitrate non-contractual disputes.

B. A grievance to be considered in this procedure must be initiated by the employee within fifteen (15) working days from the time the employee knew or should have known of its occurrence.

C. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure to appeal a grievance at any step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

D. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the County until such grievance has been fully determined.

STEP ONE:

The grievance shall be discussed with the employee involved and the PBA representative with their immediate supervisor designated by the Sheriff. The answer shall be in writing and made within five (5) working days by such immediate supervisor to the PBA.

STEP TWO:

If the grievance is not settled through Step One the same shall within five (5) working days be reduced to writing by the PBA and submitted to the Department Head or any person

designated by him, and the answer to such grievance shall be made in writing, with a copy to the PBA within five (5) working days of submission.

STEP THREE:

If the grievance is not settled at Step Two then the PBA shall have the right within five (5) working days of the receipt of the answer at Step Two to submit such grievance to the County Personnel Director. A written answer to such grievance shall be served upon the individual and the PBA within ten (10) working days after submission.

STEP FOUR:

If the grievance is not settled through Step Three then the aggrieved shall have the right within five (5) working days to pursue all legal remedies afforded by the provisions of the Civil Service Act.

If the grievance is not settled at Step Three, then the PBA shall have the right within five (5) working days to notify the County Personnel Director of its election to submit such grievance to an Arbitrator. An impartial Arbitrator shall then be selected by Agreement through the established procedures of PERC. The Arbitrator shall have full power to hear the dispute and make a final determination, which shall be binding on both parties and the grievant. The Arbitrator does not have the right to add to, subtract from or modify this Agreement in any manner. Each party shall bear its own costs of the arbitration, except that the cost of the Arbitrator's fee shall be borne by the parties equally.

The PBA President, or his authorized representative may report an impending grievance to the County Executive in an effort to forestall its occurrence.

E. Nothing herein shall prevent any employee from processing his own grievance, provided a PBA Representative may be present as observer at any hearing on the individual's grievance.

F. The employees retain all rights conferred upon them by law, including Civil Service Laws and PERC.

G. In the event an action affects a number of Officers, then the PBA may commence the grievance at the appropriate level necessary to render the appropriate relief sought.

ARTICLE X

SICK LEAVE

A. Amount of Sick Leave

1. New County employees receive one working day for the initial month of employment if they begin work on the 1st through the 8th of the calendar month and one-half working day if they begin on the 9th through the 23rd of the month. Employees who begin to work after the 23rd of the month are not entitled to any sick leave for that month. After the initial month of employment and up to the end of the first calendar year, employees are credited with one working day for each month of service.
2. After the first calendar year of service, employees receive 15 working days of sick leave at the beginning of each calendar year in anticipation of continued employment.
3. Employees who regularly work 20 hours or more and less than 35 hours per week, are entitled to a proportionate amount of paid sick leave. For example, employees who regularly work 25 hours per week are entitled to 9.5 sick days per full year worked.
4. An employee continues earning sick leave from the day of hire and as long as the employee actually works or is compensated for vacation, personal leave or sick days. Employees do not earn paid sick leave days while on a leave of absence without pay or on suspension.
5. Sick leave shall not accrue after an employee has resigned or retired although his name is being retained on the payroll until exhaustion of vacation or other compensatory leave.

6. An employee who exhausts all paid leave in any one year shall not be credited with additional paid leave until the beginning of the next calendar year. Employees who have exhausted their sick leave will be docked for any additional days absent in that calendar year.
 7. Unused sick leave shall accumulate from year-to-year without limit.
 8. Employees who leave the County for any reason other than retirement will not be paid for unused sick days.
- B. Employees who become ill after reporting to work will be paid for time worked and charged with sick leave for any time they leave work sick.
- C. Authorized Uses
1. Sick leave may be used by employees who are unable to work because of:
 - a. Personal injury or illness not related to County employment.
 - b. Exposure to contagious disease not related to County employment.
 - c. Care, for a reasonable period of time, for a seriously ill member of the employee's immediate family ("immediate family" means an employee's spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and other relatives residing in the employee's household), or
 - d. Death in the employee's immediate family, for a reasonable period of time.
 - e. Sick leave may not be used for the calculation of Overtime after the first five (5) days in any calendar year.
 2. Sick leave may not be used for any purpose other than that outlined in Section

C1 of this Article.

D. Maternity/Paternity Needs

Employees may use accrued sick leave in cases of the birth of their children. Verification of the need for the sick leave may be required.

E. Doctor's Notes

In all instances, employees claiming entitlement to sick leave may be required to submit a doctor's note. The note must indicate that a medical problem exists and explicitly excuse the employee from work on each day absent. Notes that merely indicate that the employee visited a doctor are not acceptable. Doctor's notes may be required regardless of the number of days absent. This is true even if the employee is attending to a seriously ill immediate family member. In that situation, the employee may be required to supply a note from the immediate family member's doctor indicating the medical condition requires the employee's absence from work each day the employee was absent. Failure to submit the required doctor's notes prior to the start of the next scheduled workday may result in denial of paid leave and may result in disciplinary action up to, and including, discharge.

F. Sick Leave Abuse

Abuse of sick leave or chronic or excessive absenteeism will result in disciplinary action up to, and including, discharge. Abuse includes using sick leave when the employee is not ill. Examples of chronic or excessive absenteeism include situations where employees routinely use more than the amount of sick leave earned in a calendar year or where a pattern of absences is established.

G. Unearned Sick Leave

Annual sick leave is granted at the beginning of each calendar year in anticipation of continued employment. The annual leave entitlement of an Employee whose employment terminates for any reason during the course of a calendar year shall be prorated accordingly. If the employee utilized more than his or her prorated entitlement, the amount of excess sick leave utilized shall be deducted from the employee's last paycheck or otherwise reimbursed to the County.

H. Sick Leave Call-in Procedure

1. An employee must notify a supervisor at least sixty (60) minutes prior to the start of the employee's regularly scheduled work day.
2. Employees who fail to timely notify the appropriate supervisor will be denied sick leave and are subject to disciplinary action.
3. The only exception to this call-in procedure is when an employee establishes that he or she could not call in because of unusual or emergent circumstances.

I. Return to Duty Examination

Employees who have been on sick leave may be required to be examined by the County's Health Services physician, or to bring in a certificate from the employee's own physician, in the County's discretion, before being permitted to return to work. The County may exercise its authority under this Section solely for the purpose of determining whether the employee is able to perform job-related functions without posing a direct threat to the health and safety of the employee or of other individuals in the workplace.

- J. For purposes of the Pittman Schedule, all paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight

(corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)

ARTICLE XI
MANAGEMENT RIGHTS

A. The County, the Sheriff and the PBA agree that the provisions of this Agreement are limited to the terms and conditions and employment of the employees covered, and that no provision of this Agreement shall be construed or interpreted to restrain the full and absolute right of the County and Sheriff to operate, control and manage their operations and to determine the manner and means of providing services to the public except as expressly provided elsewhere in this Agreement.

B. Without limitation of the foregoing, the following subjects are within the managerial rights of the County and Sheriff and shall not at any time be subject to negotiation or review under the grievance and arbitration procedure contained in this Agreement:

1. The right to determine the executive management and administrative control of the Sheriff's Office and its properties and facilities and the work activities of its employees.
2. The right to determine the size of the work force.
3. The right to promote, transfer, demote, reassign and lay off employees, subject to Department of Personnel rules and regulations.
4. The right to determine work standards; to determine, establish, modify and eliminate means and methods of operation; to implement improvements or changes in technology; to utilize new equipment; and, to control the quality of services.
5. The right to determine when and whether to fill job vacancies.
6. The right to evaluate jobs, and to establish new assignments, modify or combine existing assignments, and to reassign duties from assignment to assignment, regardless whether such assignments are within or without the PBA Collective Negotiations unit to the extent

consistent with Department of Personnel job description for the affected positions consistent with the Sheriff Officers series.

7. The right to select and hire employees in accordance with the relevant State administrative agency with jurisdiction.

8. The right to take disciplinary and discharge action against employees, subject to the provisions of Article XI.

9. The right to evaluate the work performance of employees at such time and in such manner as deemed appropriate by the Sheriff and/or County.

C. The Sheriff shall have the right to implement reasonable work rules not inconsistent with the terms of this Agreement.

ARTICLE XII

EMPLOYEE RIGHTS

An Officer has the right to have one member of the PBA present at any hearing or conference at which the continuation of the officer's employment may be discussed. Such right does not extend to evaluation reviews.

No Officer shall be disciplined, reprimanded or reduced in rank without just cause.

Any action asserted by any Superior Officer, Sheriff or any agent of the County against any officer shall be subject to the grievance procedure contained within this agreement, to the extent permitted by law.

ARTICLE XIII

PBA RIGHTS

A. The President of the PBA shall be granted reasonable release time to attend meetings called by the Sheriff or County officials concerning matters relating to the operation of the facility or dealing with the health and welfare of members of the PBA.

B. The Sheriff and the County shall honor all reasonable requests by the Union concerning information pertinent to the development of proposals, costs, programs and benefits necessary to develop the Union proposal as well as all information necessary to process any grievance or investigate the possibility of one.

C. The PBA shall be granted reasonable use of equipment which is present in the Department when said equipment is not in use. The PBA shall pay reasonable cost of all material utilized by the PBA for a reproduction and distribution of materials.

D. The President of the PBA or his/her designee shall be available to the membership for union business during normal working hours.

E. Time off, with pay, shall be granted to the PBA President and the PBA State Delegate in order that they may attend one (1) State and one (1) County PBA meeting monthly.

F. The PBA President and State Delegate, or their designees in their place, will be permitted time off, with pay, to attend the two conventions of the State PBA.

ARTICLE XIV

VACATIONS

A. Effective January 1, 1993, all officers shall receive vacation in accordance with the following schedule:

<u>Years of Employment</u>	<u>Work Days of Vacation</u>
00 - 01 years	1 day/month
02 - 05 years	15 days
06 - 15 years	20 days
16 - 24 years	25 days
25+ years	25 days + 1 day per additional year of service up to a maximum of 30 days.

All unit members shall be entitled to utilize their entire allotment of vacation days on January 1 of each year. If a member leaves County employment prior to earning his full entitlement of vacation days for the year, the County may prorate the vacation day allotment and recoup the shortage from the employee.

B. Vacation selection shall be done on a first-come, first-serve basis. However, in the event that multiple individuals request the same time off simultaneously, request shall be granted on an agency seniority basis and secondly, based on seniority within the division. Vacation requests shall be submitted with a minimum of 30 days' notice and shall not be submitted beyond 180 days in advance. Management retains the right in its sole discretion to waive the notice requirement on a case-by-case basis. Management similarly retains the right to cancel paid time off.

C. For purposes of the Pittman Schedule, in addition to the above:

1. All paid time off (e.g., vacation, compensatory time, personal days, etc.) will continue to be approved on a first-come, first-served basis. However, in the event that multiple individuals request the same time off simultaneously, request shall be granted on a Agency Seniority basis and, secondly, on a Patrol

Seniority basis.

2. Requests for paid time off shall be submitted with a minimum of 30 days' notice and shall not be submitted beyond 180 days in advance. All requests for paid time off will become final seven working days after they are approved. Management retains the right in its sole discretion to waive the notice requirements on a case-by-case basis. Management similarly retains the right to cancel paid time-off.
3. The number of officers permitted to be out of work simultaneously on paid time off shall be two per tour. However, this number may be adjusted at management's discretion.
4. All paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight (corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)
5. A Patrol Seniority list as well as an Agency seniority list shall be established and utilized accordingly.

ARTICLE XV

HEALTH BENEFITS AND INSURANCE

A. The insurance and health benefit levels as provided in State Law shall remain in effect.

B. Prescription Drugs: the prescription drug program is currently with the New Jersey Health Benefits Program. The County program shall be provided for the eligible employee, family and spouse, as set forth and defined by law.

C. Health Benefits: The County shall provide health coverage currently through the New Jersey Health Benefits Program. The County program shall be provided for the eligible employee, family and spouse, as set forth and defined by law.

D. Dental: The County shall continue the basic County dental program, which shall be at the benefit level of the current plan. The County basic dental program shall be provided for the employee, family and spouse, as set forth and defined by law. The County and the Union shall cooperate to secure State approval for the implementation of an employee-paid upgrade in the current dental insurance plan. Such upgrade will be at no expense to the County. If implemented, the County will exert its best efforts to assure that employee payments for the dental upgrade are treated as pre-tax income.

E. Life Insurance: The County shall continue its present life insurance program benefit level at \$5,000.

F. Carrier Selection: The parties agree that the County shall have the unilateral right to select the insurance carrier, the program and/or to self-insure in its discretion. Any dispute dealing with the selection of insurance carrier, program, or decision to self-insure shall not be subject to the grievance procedure. No reduction in benefit levels shall result.

G. Retiree Benefits: The County shall pay the costs of medical insurance coverage

(currently under New Jersey State Health Benefits Plan) for employees who retire with at least twenty-five years of credited service in a State or locally administered retirement system excepting employees who elect deferred retirement, but including employees who retire on a disability pension based on fewer years' of service. Employees cannot change their medical coverage immediately prior to retirement under State Health Benefit Plan rules and regulations.

H. Benefit Changes: Periodically, the State Health Benefits Program may change benefits and/or benefit levels. The County has no input into or control over any such changes. However, as a participating SHBP employer, the County is governed by any such changes. Accordingly, when SHBP changes a benefit/benefit level, the benefit and/or benefit level in this agreement will be adjusted to reflect the change. The County will not be liable for any such change in benefit level or the impact of any such change. In addition no grievance or complaint against the County challenging any such change can be processed under the grievance procedures of this agreement or in any court of law or administrative agency. This provision does not preclude the Union, or an individual employee of the County from filing an appropriate challenge against the State for any such change. The County will provide notification of any such changes to the Union and employees. This provision applies to all plans under the New Jersey State Health Benefits Programs including but not limited to healthcare, prescription drugs, etc.

1. Employee Contributions: Employee contributions towards health care insurance benefits shall be made in accordance with applicable law. The County will provide notification of any such changes to the Union and employees.

ARTICLE XVI

FUNERAL LEAVE

A. Employees shall be entitled to up to 3 days paid leave for each death in the employee's family, to be taken between the date of death and the date of the funeral, inclusive for the sole purpose of attending funeral and/or memorial service.

B. An Employee's immediate family shall consist of the following: mother, father, son, daughter, sister, wife, grandchildren, mother-in-law, brother, husband, father-in-law, sister-in-law, brother-in-law and grandparents.

C. The County shall have the discretion to grant or extend funeral leave, with or without pay, in cases involving special circumstances, and shall have the further discretion to adopt rules pertaining to verification of funeral leave, use and abuse of funeral leave.

D. For purposes of the Pittman Schedule, all paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight (corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)

ARTICLE XVII

CHILDBIRTH LEAVE OR FAMILY LEAVE

A. Childbirth or Family Leave shall be provided in accordance with Federal and State laws.

ARTICLE XVIII

MILITARY LEAVES, LEAVES OF ABSENCE, AND INJURY ON DUTY

- A. Military leave shall be granted in accordance with Federal and State Laws.
- B. An Officer with one or more years of seniority may apply for a leave of absence for up to three (3) months, which leave shall not be unreasonably or arbitrarily denied. The Sheriff shall have the opportunity to examine all the circumstances before granting or denying a leave. If the objective facts warrant a denial, the Sheriff shall act accordingly.

Extensions of leaves of absence may be granted at the Sheriff's discretion.

- C. Members covered under this Agreement will be paid their regular straight time rate of pay for a period not in excess of 52 weeks, for each new and separate service-connected sickness, injury or disability, commencing on the first day of every such service-connected injury or disability. Temporary disability benefits paid by Workers' Compensation Insurance (WCI) to the member will be paid over to the County. Intentional self-inflicted injuries or those service connected injuries or disabilities resulting from gross negligence shall not be covered by the provision of this Section. Any member who accepts outside employment where physical demands are equal to or greater than his or her normal police activities during the periods of service connected sickness, injury or disability leave shall be deemed physically fit to return to duty and shall be subject to loss of service-connected sickness, injury or disability pay. When such sickness, injury or disability leave is granted, the member shall not be charged with any sick leave time for such time lost due to such sickness, injury or disability.

ARTICLE XIX

RETIREMENT LEAVE

A. Effective October 1, 1988, a retirement leave program shall be instituted by the County. The retirement leave pay shall be calculated at the rate of two days' pay for each three (3) days of unused accumulated sick leave. The maximum that may be paid to any one employee on retirement effective March 27, 2008 shall not exceed \$10,000.00.

B. Payment shall be made to the employee's spouse or estate where the employee works past the normal date of retirement and dies prior to retirement.

ARTICLE XX
DUES CHECK-OFF

A. Upon receipt of a written authorization from an Employee who has completed thirty (30) days of employment, the Employer shall, pursuant to such authorization, deduct from the wages due said Employee, and remit to the PBA, regular monthly dues, together with a list of all Employees from whom dues have not been deducted. The PBA shall advise the County of the amount of said dues.

B. 1. The Employer shall be relieved from making such "check off" deductions upon (a) termination of employment; (b) transfer to a job other than one covered by the bargaining unit; (c) layoff from work; (d) an agreed leave of absence; or (e) revocation of the check-off authorization in accordance with its terms or with applicable law. Upon the return of an Employee to work from any of the absences enumerated in (b), (c), and (d), above, the Employer will immediately resume the obligation of said deductions. Terminated Employees who subsequently are rehired shall be treated as new hires for dues deduction purposes.

2. When an Employee transfers from one department or location, but remains in the same certified bargaining unit, he/she shall continue to be covered by the same dues check-off authorization of the PBA and not be required to sign another authorization card.

C. The Employer shall not be obliged to make dues or deductions of any kind from any employee who, during any dues month involved, shall have failed to receive sufficient wages to equal the dues deduction.

D. It is specifically agreed that the County and Sheriff assume no obligation, financial or otherwise, arising out of the provisions of this Article, and the PBA hereby agrees that it will indemnify and hold the County and Sheriff harmless from any claims, actions or proceedings by an Employee arising from dues deductions by the County and/or Sheriff hereunder. Once the funds are

remitted to the PBA, their disposition thereafter shall be the sole and exclusive obligation and responsibility of the PBA.

E. The employer agrees to furnish the PBA, each month, with names of newly-hired Employees, their addresses, social security numbers, work classification, dates of hire and the names of terminated Employees, together with their dates of termination, and names of Employees on leave of absence.

F. Upon the request of PBA 334, the County shall deduct a monthly representation fee from each employee who is not a member of PBA 334. The County shall deduct such fee pursuant to the provision of this article and upon notification by PBA 334. The amount of said representation fee shall be certified to the County by PBA 334, which amount shall not exceed 85 percent of the regular membership dues, fees and assessment charged by PBA 334 to its members.

G. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5 and 5.6 (L.1979 c. 477). Membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available on an equal basis, the Employer shall immediately cease making such deductions.

ARTICLE XXI

RETENTION OF CIVIL RIGHTS

Employees shall retain all Civil Rights under New Jersey State Law and Federal Laws, consistent with their authorities and responsibilities.

ARTICLE XXII

INSPECTION OF EMPLOYEE RECORDS

An employee shall have the right upon presentation of advance notice to inspect his or her personnel file.

ARTICLE XXIII

SPECIAL TRAINING

Special training shall be scheduled as per past practice.

ARTICLE XXIV

EDUCATION

The County will provide tuition reimbursement for courses taken to advance Unit members to a degree in Criminal Justice or related degree. The program will review for approval six (6) credits per semester at the Hudson County Community College (HCCC) rate. The courses must be requested in advance and will be reimbursed upon successful completion with a B or Higher grade. The employee will be committed to a minimum of three years of continued service as a Sheriff's Officer with the County or must pay reimbursement to the County for the full cost of tuition.

ARTICLE XXV

LEGAL REPRESENTATION

Upon receipt of a summons and complaint arising out of and directly related to the lawful exercise of an Officer's powers in furtherance of his or her official duties, the Officer shall deliver the summons and complaint to the Sheriff within three days of receipt of same. The Sheriff shall forward same to the County Law Department, which shall advise the Officer, in writing, of one of the following:

1. The County Law Department shall defend the Officer.
2. The County Law Department shall appoint counsel to defend the Officer, at no expense to the officer.
3. The County Law Department will advise the Officer that he or she may retain private counsel of his or her own choosing, subject to the County's fee schedule, which must be agreed to in advance by the attorney selected by the Officer.
4. If the County determines that it has no legal obligation to defend the Officer, the County shall notify the Officer of such determination, along with a written statement of the reasons for the determination that the County has no obligation under applicable law to provide a defense.

ARTICLE XXVI

PERSONAL DAYS

- A. Each employee in the bargaining unit shall be entitled to two (2) paid personal days. Employees shall receive one (1) additional personal day per year, for a total of three (3) per year after five (5) years of employment with the County.
- B. Requests for personal days shall be made in writing at least forty-eight (48) hours in advance and approved in advance of the requested date(s) by the employee's immediate supervisor. Personal days may be granted on short notice in the event of an emergency.
- C. New employees shall have been in the employ of the Sheriff's office for one (1) full year of continuous service before being entitled to paid personal days under this Agreement.
- D. Personal days must be used within the 12 calendar months in the calendar year in which such days are earned. There shall be no carryover or banking of personal days.
- E. Pittman Schedule:
 - 1. All paid time off (e.g., vacation, compensatory time, personal days, etc.) will continue to be approved on a first-come, first-served basis. However, in the event that multiple individuals request the same time off simultaneously, request shall be granted on a Agency Seniority basis and, secondly, on a Patrol Seniority basis.
 - 2. Requests for paid time off shall be submitted with a minimum of 30 days' notice and shall not be submitted beyond 180 days in advance. All requests for paid time off will become final seven working days after they are approved.

Management retains the right in its sole discretion to waive the notice requirements on a case-by-case basis. Management similarly retains the right to cancel paid time-off.

3. The number of officers permitted to be out of work simultaneously on paid time off shall be two per tour. However, this number may be adjusted at management's discretion.
4. All paid time off shall be calculated by multiplying the total number of days off in a category by the number of eight (corresponding to a normal, eight-hour tour). Thus, accrual of paid time off (vacation, sick, personal, etc.) shall be determined as in the following example: If an officer currently receives 20 vacation days annually, that officer will receive 160 hours of vacation (20 [days] x 8 [hours]). This would equate, utilizing the Pittman Schedule, to 13 (12-hour) days off (rounding down to the appropriate whole number, or rounding up, to the next highest whole number, as appropriate.)
5. A Patrol Seniority list as well as an Agency seniority list shall be established and utilized accordingly.
6. Officers with up to five years of service shall receive 16 hours, or 1.3 (12-hour) days of personal time. Officers with five or more years of service shall receive 24 hours of personal time, or 2 (12-hour) days of personal time. This personal time shall be taken in daily units where possible.

ARTICLE XXVII

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be invalid by operation of Law or by a Court or other unit or tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXVIII

PROBATIONARY EMPLOYEES

The County shall provide a probationary employee with a copy of such written disciplinary notice(s) as may be issued involving said probationary employee at the time such notice is issued. Such disciplinary actions shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE XXIX

SAFETY COMMITTEE

- A. A joint Safety Committee between the PBA and the County shall be established for the purpose of maintaining a safe and healthy work environment. In the event of a safety and/or health incident, the County will temporarily release members of the Committee from their duties for the purpose of investigating the incident during regular working hours. Such release will not be automatic, however it will not be unreasonably denied.
- B. The Committee may make non-binding, advisory recommendations to the County pursuant to the Committee's investigation. The implementation of such recommendations will be at the discretion of the County.
- C. The PBA and the County shall each designate one (1) person to serve as a member of the Safety Committee. The PBA and the County shall also jointly designate one Sheriff's Officer to serve as an alternative member of the Safety Committee. Such alternate member shall serve on the Committee only when either of the other two designated Sheriff's Officers are unable to investigate an incident.

ARTICLE XXX
OFF DUTY RATES

- A. The rate for non County funded off duty details shall be increased to \$45.00 per hour effective the date of the Freeholder ratification of the 2013-2015 Collective Negotiations Agreement for work performed from 6:00 a.m. to 5:00 p.m., Monday through Friday.
- B. The non County funded off duty assignment rate shall be further increased to \$50.00 per hour, effective January 1, 2015 for work performed from 6:00 a.m. to 5:00 p.m., Monday through Friday.
- C. The off duty rate for County funded off duty work shall also be increased to \$45.00 an hour, effective upon the date of Freeholder ratification for work performed from 6:00 a.m. to 5:00 p.m., Monday through Friday.
- D. The County funded off duty work rate shall be increased to \$50.00, effective January 1, 2015 for work performed from 6:00 a.m. to 5:00 p.m., Monday through Friday.
- E. The weekend/holiday hourly rate concerning both non County funded and County funded off duty work shall be increased to \$65.00 per hour, effective as of the date of Freeholder ratification.
- F. Officers who engage in off duty work Monday through Friday outside the hours of 6:00 a.m. to 5:00 p.m., shall be paid at the rate of \$60.00 per hour. In addition, after 8 consecutive hours worked Monday through Friday, they shall be paid at the rate of \$60.00 per hour.
- G. Cancellation of an Off-Duty Detail requires the vendor to contact Sheriff's Communications at (201) 915-1300 at least one hour prior to the officer(s) scheduled start time, otherwise the four-hour minimum pay for each officer, for all jobs will apply.


ARTICLE XXXI

DURATION

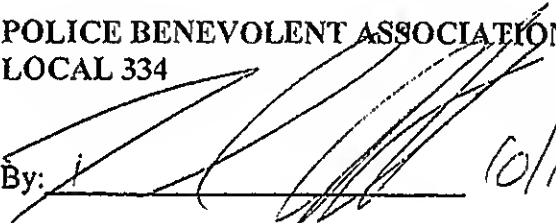
This Agreement shall be effective January 1, 2016 and shall continue and remain in full force and effect to and including December 31, 2020.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals or caused these presents to be signed by their proper officers and their County seal or corporate seal to be hereto affixed on this day of , .

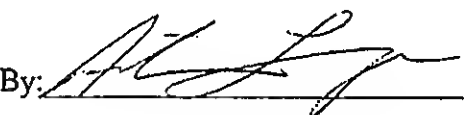
COUNTY OF HUDSON

By: 
David Drumeler,
Deputy County Administrator

POLICE BENEVOLENT ASSOCIATION
LOCAL 334

By:  10/13/16

By: 
FRANK SCHILLARI
HUDSON COUNTY SHERIFF

By:  10/13/16

STATE OF NEW JERSEY)
: SS
COUNTY OF HUDSON)

BE IT REMEMBERED, that on this 20th day of Oct, Two Thousand
and sixteen, before me, the subscriber, _____ personally appeared who being by me
duly sworn according to law, on his oath says that he is the Clerk of the Board of Chosen
Freeholders of the County of Hudson and that David Drumeler is the Deputy County
Administrator that she knows the corporate seal of said County of Hudson and that the seal
affixed to the foregoing instrument is the seal of said County; that the said David Drumeler as
Deputy County Administrator signed said instruments and affixed said seal thereto as her voluntary
act and deed for the uses and purposes therein expressed, in attestation whereof, he the said
ALBERTO G. SANTOS as Clerk, subscribed his name thereto.


ALBERTO G. SANTOS, CLERK
BOARD OF CHOSEN FREEHOLDERS

Subscribed and sworn to

before me this 20th day

of Oct, 2016

Maria Corso

MARIA CORSO
NOTARY PUBLIC OF NEW JERSEY
My Commission Expires Feb. 27, 2018
ID# 2108977

ARTICLE XXXII

STEP LANGUAGE

A Salary Step System providing automatic increment increases will be established effective January 1, 2003. See attached revision to Appendix A. There shall be thirteen (13) steps based on the 2016 Salary Schedule contained in Appendix A of the January 1, 2016 through December 31, 2020 Collective Bargaining Agreement between the parties.

Beginning on January 1, 2003, employees shall be entitled to an automatic annual step increment each year once they have served one year of service at the prior step. The maximum pay rate shall be Step Thirteen (13).

A Sheriff's Officer who is hired up to October 31st of any year will be given full credit for the year of service retroactive to January 1st of that year. Anyone hired thereafter will receive no credit for that year, but will receive credit on January 1st following the first anniversary of the date of hire.

While the salary schedule shall, unless agreed to otherwise, remain without change upon the expiration of the agreement, salary level movement shall not occur beyond the contract expiration date of the agreement in the absence of a new collective negotiations agreement.

Effective March 27, 2008, all Academy/trainees shall be removed from the Unit. The former first step in the scale (labeled "New Hire") shall be eliminated. Management commits to placing the Academy/trainees into the first available Academy class.

ARTICLE XXXIII

HOLIDAY

In order to receive pay for a Holiday each member must work the last scheduled day before and the first scheduled workday after the Holiday. If a member calls in sick on one of these days they must upon reporting to their next scheduled day of work bring in a doctor's note stating their status, the fact that the doctor found the member not able to report for work and the fact that the doctor saw the patient on that day.

Notwithstanding the foregoing, the County reserves the right, at its discretion, to adjust the holiday schedule herein to conform to that promulgated by the State of New Jersey. In no event will the total number of holidays be reduced.

APPENDIX A					
Effective Date	1/1/2016	1/1/2017	1/1/2018	1/1/2019	7/1/2020
Increase	2.00%	2.00%	2.00%	2.00%	2.00%
Step 1	\$34,444	\$35,133	\$35,836	\$36,552	\$37,283
Step 2	\$38,135	\$38,898	\$39,676	\$40,469	\$41,279
Step 3	\$42,133	\$42,976	\$43,835	\$44,712	\$45,606
Step 4	\$46,132	\$47,055	\$47,996	\$48,956	\$49,935
Step 5	\$49,822	\$50,818	\$51,835	\$52,872	\$53,929
Step 6	\$53,819	\$54,895	\$55,993	\$57,113	\$58,255
Step 7	\$57,818	\$58,974	\$60,154	\$61,357	\$62,584
Step 8	\$62,124	\$63,366	\$64,634	\$65,926	\$67,245
Step 9	\$66,431	\$67,760	\$69,115	\$70,497	\$71,907
Step 10	\$72,263	\$73,708	\$75,182	\$76,686	\$78,220
Step 11	\$78,095	\$79,657	\$81,250	\$82,875	\$84,533
Step 12	\$83,928	\$85,607	\$87,319	\$89,065	\$90,846
Step 13	\$89,761	\$91,556	\$93,387	\$95,255	\$97,160